1. (Currently Amended) A guidance method of maintaining goals ~~using~~ a computer system with at least first and second goal types so as to promote goal alignment, the guidance method comprising:

   providing a first rule for relationships between goals of the first goal type;

   providing a second rule for relationships between goals of the first goal type and goals of the second goal type;

   storing a primary goal of the first goal type;

   determining content for a user interface, based on the first and second rules, such that the content directs a user of the user interface in generation of content of a secondary goal of the second goal type that causes alignment of the secondary goal with the primary goal of the first goal type;

   performing using a computer system:

     storing the secondary goal of the second goal type;

     determining, with the computer system, if the primary goal has been modified;

   ~~upon modification of~~ executing goal alignment code to (i) check for primary goal and secondary goal alignment and ,when the primary goal is modified, (ii) ~~generating~~ generate an alignment warning with the computer system to provide notice regarding alignment between the modified primary goal and the secondary goal, wherein ~~generating~~ to generate an alignment warning comprises generating an alignment warning for display to alert a viewer of the display of the alignment warning.

2. (Previously Presented) The method of Claim 1, further comprising:

   activating a wizard, wherein:

   determining content for the user interface comprises automatically customizing content for a screen capable of being displayed by the wizard, based on at least one of the first rule and the second rule, to direct the user of the user

6   interface in the generation of the content of the secondary goal that results

7   in alignment of the secondary goal with the primary goal.

1   3.   (Previously Presented) The method of Claim 2, further comprising:

2   activating the wizard in response to a request from a user to modify the secondary

3   goal;

4   prompting the user to select a team to be associated with the secondary goal from

5   a drop-down list of teams; and

6   prompting the user to select a parent goal for the secondary goal from a list

7   showing all team goals linked to the selected team.

1   4.   (Previously Presented) The method of Claim 3, further comprising:

2   in response to modification of the secondary goal, automatically determining

3   whether a child goal exists for the secondary goal; and

4   in response to determining that the child goal does exist, automatically flagging

5   the child goal to cause a user interface for an owner of that child goal to

6   indicate that the child goal should be checked for alignment.

1   5.   (Original) The method of Claim 4, further comprising:

2   determining that the owner has verified the alignment of the child goal; and

3   in response to determining that the owner has verified the alignment,

4   automatically unflagging the child goal.

1   6.   (Previously Presented) The method of Claim 5, wherein determining

2 content for the user interface comprises automatically flagging the secondary goal for

3 supervisory approval in response to determining that the user has a supervisor.

1   7.   (Previously Presented) The method of Claim 6, wherein determining

2 content for the user interface comprises:

3   populating objects for a graphical user interface with alignment information and

4   warnings; and

5   providing connections to tools for checking alignment.

1   8.   (Original) The method of Claim 7, wherein populating objects for a
2   graphical user interface with alignment information and warnings comprises specifying
3   an appearance for at least one of a manager warning object, a feedback warning object,
4   and an alignment warning object.

1   9.   (Original) The method of Claim 8, wherein specifying an appearance for
2   at least one of a manager warning object, a feedback warning object, and an alignment
3   warning object comprises highlighting the alignment warning object in response to
4   determining that the parent goal has been modified.

1   10.   (Previously Presented) The method of Claim 8, wherein specifying an
2   appearance for at least one of a manager warning object, a feedback warning object, and
3   an alignment warning object comprises highlighting the manager warning object in
4   response to determining that a supervisor has provided feedback pertaining to the
5   secondary goal.

1   11.   (Original) The method of Claim 7, wherein:
2   providing connections to tools for checking alignment comprises providing an
3   alignment warning object; and
4   the method further comprises displaying an interface for viewing the parent goal,
5   in response to selection of the alignment warning object.

1   12.   (Previously Presented) The method of Claim 7, wherein determining
2   content for the user interface further comprises providing an evaluation status object that
3   indicates whether a supervisor has evaluated the secondary goal.

1   13.   (Previously Presented) The method of Claim 12, wherein determining
2   content for the user interface further comprises providing an evaluation summary object
3   that reflects evaluation results relating to at least one of importance and effectiveness of
4   the secondary goal.

1   14.-55.   (Canceled)

1   56.   (Previously Presented) The method of Claim 1 wherein generation of
2   content of a secondary goal of the second goal type that causes alignment of the
3   secondary goal with the primary goal of the first goal type comprises generation of the
4   content of the secondary goal that results in realization of at least part of the primary
5   goal.

1   57.   (Currently Amended) A computer system comprising:
2   a processor; and
3   a memory, coupled to the processor, having code stored therein and executable by
4   the processor for:
5   providing a first rule for relationships between goals of the first goal type;
6   providing a second rule for relationships between goals of the first goal
7   type and goals of the second goal type;
8   storing a primary goal of the first goal type;
9   determining content for a user interface, based on the first and second
10   rules, such that the content directs a user of the user interface in
11   generation of content of a secondary goal of the second goal type
12   that causes alignment of the secondary goal with the primary goal
13   of the first goal type;
14   storing the secondary goal of the second goal type;
15   determining, with the computer system, if the primary goal has been
16   modified; and
17   ~~upon modification of~~ executing goal alignment code to (i) check for
18   primary goal and secondary goal alignment and ,when the primary
19   goal is modified, (ii) ~~generating~~ generate an alignment warning
20   with the computer system to provide notice regarding alignment
21   between the modified primary goal and the secondary goal,
22   wherein ~~generating~~ to generate an alignment warning comprises
23   generating an alignment warning for display to alert a viewer of
24   the display of the alignment warning.

1   58.   (Previously Presented) The computer system of Claim 57 wherein the
2   code is further configured for:
3   activating a wizard; and
4   wherein the code for determining content for a user interface is further configured
5   for automatically customizing content for a screen capable of being
6   displayed by the wizard, based on at least one of the first rule and the
7   second rule, to direct the user of the user interface in the generation of the
8   content of the secondary goal that results in alignment of the secondary
9   goal with the primary goal.

1   59.   (Previously Presented) The computer system of Claim 58 wherein the
2   code is further configured for:
3   activating the wizard in response to a request from a user to modify the secondary
4   goal;
5   prompting the user to select a team to be associated with the secondary goal from
6   a drop-down list of teams; and
7   prompting the user to select a parent goal for the secondary goal from a list
8   showing all team goals linked to the selected team.

1   60.   (Previously Presented) The computer system of Claim 59 wherein the
2   code is further configured for:
3   in response to modification of the secondary goal, automatically determining
4   whether a child goal exists for the secondary goal; and
5   in response to determining that the child goal does exist, automatically flagging
6   the child goal to cause a user interface for an owner of that child goal to
7   indicate that the child goal should be checked for alignment.

1   61.   (Previously Presented) The computer system of Claim 60 wherein the
2   code is further configured for:
3   determining that the owner has verified the alignment of the child goal; and

4   in response to determining that the owner has verified the alignment,

5   automatically unflagging the child goal.

1 62. (Previously Presented) The computer system of Claim 61 wherein the

2 code for determining content for the user interface is further configured for automatically

3 flagging the secondary goal for supervisory approval in response to determining that the

4 user has a supervisor.

1 63. (Previously Presented) The computer system of Claim 62 wherein the

2 code for determining content for the user interface is further configured for:

3   populating objects for a graphical user interface with alignment information and

4   warnings; and

5   providing connections to tools for checking alignment.

1 64. (Previously Presented) The computer system of Claim 63 wherein the

2 code for populating objects for a graphical user interface with alignment information and

3 warnings is further configured for specifying an appearance for at least one of a manager

4 warning object, a feedback warning object, and an alignment warning object.

1 65. (Previously Presented) The computer system of Claim 64 wherein the

2 code for specifying an appearance for at least one of a manager warning object, a

3 feedback warning object, and an alignment warning object is further configured for

4 highlighting the alignment warning object in response to determining that the parent goal

5 has been modified.

1 66. (Previously Presented) The computer system of Claim 64 wherein the

2 code for specifying an appearance for at least one of a manager warning object, a

3 feedback warning object, and an alignment warning object comprises is further

4 configured for highlighting the manager warning object in response to determining that a

5 supervisor has provided feedback pertaining to the secondary goal.

1   67.   (Previously Presented) The computer system of Claim 63 wherein the

2   code is further configured for:

3   providing connections to tools for checking alignment comprises providing an

4   alignment warning object; and

5   the code is further configured for displaying an interface for viewing the parent

6   goal, in response to selection of the alignment warning object.

1   68.   (Previously Presented) The computer system of Claim 63 wherein the

2   code for determining content for the user interface is further configured for providing an

3   evaluation status object that indicates whether a supervisor has evaluated the secondary

4   goal.

1   69.   (Previously Presented) The computer system of Claim 68 wherein the

2   code for determining content for the user interface is further configured for providing an

3   evaluation summary object that reflects evaluation results relating to at least one of

4   importance and effectiveness of the secondary goal.

1   70.   (Previously Presented) The computer system of Claim 57 wherein

2   generation of content of a secondary goal of the second goal type that causes alignment

3   of the secondary goal with the primary goal of the first goal type comprises generation of

4   the content of the secondary goal that results in realization of at least part of the primary

5   goal.

1   71.   (Currently Amended) A tangible, non-transitory computer readable

2   medium comprising code stored therein and executable by a processor, wherein the code

3   is configured for:

4   providing a first rule for relationships between goals of the first goal type;

5   providing a second rule for relationships between goals of the first goal

6   type and goals of the second goal type;

7   storing a primary goal of the first goal type;

8   determining content for a user interface, based on the first and second

9   rules, such that the content directs a user of the user interface in

10   generation of content of a secondary goal of the second goal type

11   that causes alignment of the secondary goal with the primary goal

12   of the first goal type;

13   storing the secondary goal of the second goal type;

14   determining, with the computer system, if the primary goal has been

15   modified; and

16   ~~upon modification of~~ <u>executing goal alignment code to (i) check for</u>

17   <u>primary goal and secondary goal alignment and ,when</u> the primary

18   goal <u>is modified, (ii)</u> ~~generating~~ <u>generate</u> an alignment warning

19   with the computer system to provide notice regarding alignment

20   between the modified primary goal and the secondary goal,

21   wherein ~~generating~~ <u>to generate</u> an alignment warning comprises

22   generating an alignment warning for display to alert a viewer of

23   the display of the alignment warning.

1   72.   (Previously Presented) The tangible, non-transitory computer readable

2 medium of Claim 71 wherein the code is further configured for:

3   activating a wizard; and

4   wherein the code for determining content for a user interface is further configured

5   for automatically customizing content for a screen capable of being

6   displayed by the wizard, based on at least one of the first rule and the

7   second rule, to direct the user of the user interface in the generation of the

8   content of the secondary goal that results in alignment of the secondary

9   goal with the primary goal.

1   73.   (Previously Presented) The tangible, non-transitory computer readable

2 medium of Claim 72 wherein the code is further configured for:

3   activating the wizard in response to a request from a user to modify the secondary

4   goal;

5   prompting the user to select a team to be associated with the secondary goal from
6   a drop-down list of teams; and
7   prompting the user to select a parent goal for the secondary goal from a list
8   showing all team goals linked to the selected team.

1   74.   (Previously Presented) The tangible, non-transitory computer readable
2   medium of Claim 73 wherein the code is further configured for:
3   in response to modification of the secondary goal, automatically determining
4   whether a child goal exists for the secondary goal; and
5   in response to determining that the child goal does exist, automatically flagging
6   the child goal to cause a user interface for an owner of that child goal to
7   indicate that the child goal should be checked for alignment.

1   75.   (Previously Presented) The tangible, non-transitory computer readable
2   medium of Claim 74 wherein the code is further configured for:
3   determining that the owner has verified the alignment of the child goal; and
4   in response to determining that the owner has verified the alignment,
5   automatically unflagging the child goal.

1   76.   (Previously Presented) The tangible, non-transitory computer readable
2   medium of Claim 75 wherein the code for determining content for the user interface is
3   further configured for automatically flagging the secondary goal for supervisory approval
4   in response to determining that the user has a supervisor.

1   77.   (Previously Presented) The tangible, non-transitory computer readable
2   medium of Claim 76 wherein the code for determining content for the user interface is
3   further configured for:
4   populating objects for a graphical user interface with alignment information and
5   warnings; and
6   providing connections to tools for checking alignment.

1   78.   (Previously Presented) The tangible, non-transitory computer readable
2   medium of Claim 77 wherein the code for populating objects for a graphical user
3   interface with alignment information and warnings is further configured for specifying an
4   appearance for at least one of a manager warning object, a feedback warning object, and
5   an alignment warning object.

1   79.   (Previously Presented) The tangible, non-transitory computer readable
2   medium of Claim 78 wherein the code for specifying an appearance for at least one of a
3   manager warning object, a feedback warning object, and an alignment warning object is
4   further configured for highlighting the alignment warning object in response to
5   determining that the parent goal has been modified.

1   80.   (Previously Presented) The tangible, non-transitory computer readable
2   medium of Claim 79 wherein the code for specifying an appearance for at least one of a
3   manager warning object, a feedback warning object, and an alignment warning object
4   comprises is further configured for highlighting the manager warning object in response
5   to determining that a supervisor has provided feedback pertaining to the secondary goal.

1   81.   (Previously Presented) The tangible, non-transitory computer readable
2   medium of Claim 77 wherein the code is further configured for:
3   providing connections to tools for checking alignment comprises providing an
4   alignment warning object; and
5   the code is further configured for displaying an interface for viewing the parent
6   goal, in response to selection of the alignment warning object.

1   82.   (Previously Presented) The tangible, non-transitory computer readable
2   medium of Claim 77 wherein the code for determining content for the user interface is
3   further configured for providing an evaluation status object that indicates whether a
4   supervisor has evaluated the secondary goal.

1   83.   (Previously Presented) The tangible, non-transitory computer readable
2   medium of Claim 82 wherein the code for determining content for the user interface is
3   further configured for providing an evaluation summary object that reflects evaluation
4   results relating to at least one of importance and effectiveness of the secondary goal.

1   84.   (Previously Presented) The tangible, non-transitory computer readable
2   medium of Claim 71 wherein generation of content of a secondary goal of the second
3   goal type that causes alignment of the secondary goal with the primary goal of the first
4   goal type comprises generation of the content of the secondary goal that results in
5   realization of at least part of the primary goal.

1   85.   (Previously Presented) The method of Claim 1 wherein generating an
2   alignment warning comprises presenting a message on a computer display.